

## Session 123 - (2019-2020)

**H\*3200 (Rat #0146, Act #0141 of 2020) General Bill, By Henderson-Myers, Allison, Bernstein, Govan, Ridgeway, Clyburn, Brawley, McDaniel, Cogswell, Caskey, Norrell and Weeks**

**Similar (S 0406)**

**Summary:** SC Lactation Support

AN ACT TO AMEND THE CODE OF LAWS OF SOUTH CAROLINA, 1976, TO ENACT THE "SOUTH CAROLINA LACTATION SUPPORT ACT" BY ADDING SECTION 41-1-130 SO AS TO PROVIDE NECESSARY DEFINITIONS, TO PROVIDE EMPLOYERS DAILY SHALL PROVIDE EMPLOYEES WITH REASONABLE UNPAID BREAK TIME OR SHALL PERMIT EMPLOYEES TO USE PAID BREAK TIME OR MEAL TIME TO EXPRESS BREAST MILK, TO PROVIDE EMPLOYERS SHALL MAKE REASONABLE EFFORTS TO PROVIDE CERTAIN AREAS WHERE EMPLOYEES MAY EXPRESS BREAST MILK, TO PROVIDE EMPLOYERS MAY NOT DISCRIMINATE AGAINST EMPLOYEES FOR CHOOSING TO EXPRESS BREAST MILK IN THE WORKPLACE IN COMPLIANCE WITH THE PROVISIONS OF THIS ACT, TO ALLOW NONCOMPLIANCE WHEN AN UNDUE HARDSHIP ON THE EMPLOYER WOULD RESULT FROM COMPLIANCE, AND TO PROVIDE REMEDIES FOR VIOLATIONS; TO PROVIDE RELATED OBLIGATIONS OF THE HUMAN AFFAIRS COMMISSION; TO PROVIDE RELATED FINDINGS AND EXPRESS THE INTENTION OF THE GENERAL ASSEMBLY; AND TO PROVIDE A THIRTY-DAY COMPLIANCE PERIOD FOR EMPLOYERS. - ratified title

<b>12/18/18</b>	<b>House</b>	<b>Prefiled</b>
<b>12/18/18</b>	<b>House</b>	<b>Referred to Committee on Labor, Commerce and Industry</b>
<b>01/08/19</b>	<b>House</b>	<b>Introduced and read first time (House Journal-page 125)</b>
<b>01/08/19</b>	<b>House</b>	<b>Referred to Committee on Labor, Commerce and Industry (House Journal-page 125)</b>
<b>01/16/19</b>	<b>House</b>	<b>Member(s) request name added as sponsor: Brawley</b>
<b>01/29/19</b>	<b>House</b>	<b>Member(s) request name added as sponsor: McDaniel</b>
<b>02/28/19</b>	<b>House</b>	<b>Member(s) request name added as sponsor: Cogswell</b>
<b>02/28/19</b>	<b>House</b>	<b>Committee report: Favorable with amendment Labor, Commerce and Industry (House Journal-page 53)</b>
<b>03/05/19</b>	<b>House</b>	<b>Member(s) request name added as sponsor: Caskey, Norrell, Weeks</b>
<b>03/06/19</b>	<b>House</b>	<b>Amended (House Journal-page 48)</b>
<b>03/06/19</b>	<b>House</b>	<b>Read second time (House Journal-page 48)</b>
<b>03/06/19</b>	<b>House</b>	<b>Roll call Yeas-93 Nays-0 (House Journal-page 50)</b>
<b>03/07/19</b>	<b>House</b>	<b>Read third time and sent to Senate (House Journal-page 9)</b>
<b>03/07/19</b>	<b>Senate</b>	<b>Introduced and read first time (Senate Journal-page 5)</b>
<b>03/07/19</b>	<b>Senate</b>	<b>Referred to Committee on Labor, Commerce and Industry (Senate Journal-page 5)</b>
<b>01/23/20</b>	<b>Senate</b>	<b>Committee report: Favorable Labor, Commerce and Industry (Senate Journal-page 15)</b>
<b>03/12/20</b>	<b>Senate</b>	<b>Amended (Senate Journal-page 12)</b>
<b>03/12/20</b>	<b>Senate</b>	<b>Read second time (Senate Journal-page 12)</b>
<b>03/12/20</b>	<b>Senate</b>	<b>Roll call Ayes-42 Nays-0 (Senate Journal-page 12)</b>
<b>05/12/20</b>	<b>Senate</b>	<b>Read third time and returned to House with amendments (Senate Journal-page 34)</b>
<b>06/24/20</b>	<b>House</b>	<b>Concurred in Senate amendment and enrolled (House Journal-page 41)</b>
<b>06/24/20</b>	<b>House</b>	<b>Roll call Yeas-111 Nays-0 (House Journal-page 41)</b>
<b>06/25/20</b>		<b>Ratified R 146</b>
<b>06/25/20</b>		<b>Signed By Governor</b>
<b>06/26/20</b>		<b>Effective date 07/25/20</b>
<b>06/26/20</b>		<b>Act No. 141</b>